

### Editorial

Dear readers,

this **7th GENDERACTION newsletter** brings you updates covering what has been happening over the first half of 2021. The GENDERACTION project is coming to an end and there is still a lot of work and many outputs ahead of us. We are going to apply for the support of a follow-up project and we are working now intensively on the preparation of a its proposal. Keep your fingers crossed!

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We hope that you will enjoy learning more about GENDERACTION developments and that you will find it of interest. Have a nice summer and we look forward to meet you virtually on your final event!

### A word from our Coordinator



**Marcela Linková**

GENDERACTION coordinator  
Re-elected Chair of the ERAC Standing Working Group on Gender in Research and Innovation

It is my great pleasure to welcome onboard two new consortium partners for the last stretch of the project. [The Swedish Secretariat for Gender Research](#) is tasked with producing a report and a number of policy briefs on gender and the UN Sustainable Development Goals. [National Information Processing Institute](#) from Poland will create GENDERACTION dashboard that will present various statis-

tics related to the work we have been doing in GENDERACTION, regarding women in science and policies towards gender equality in research and innovation.

Both of the new consortium partners were associate members since the start of the project and I am strongly convinced that the project extension by six months until September 2021 will afford us a great opportunity to deliver additional policy advice and tools, a rare silver-lining to the lockdown and travel suspension.

I would like to take this opportunity to alert your attention to a new **new report** from the Standing Working Group on Gender in Research and Innovation (SWGRI) that addresses the policy instrument of Gender Equality Plans (GEPs) and presents the main findings of a survey carried out among the SWGRI members to assess the adoption of GEPs by Member States and Associated Countries and identify needs related to the implementation of GEPs at the national level. GENDERACTION will build on this activity and will create a guidance on GEPs for national authorities.

Last but not least, I would like to invite you for the GENDERACTION final event organised together with the Slovenian Presidency of the Council of the EU. The conference will take place online on 8 and 9 July. See further details on this below.

## GENDERACTION Final Event



**Deepening the ERA Through Gender Equality**  
**8-9 July 2021**  
Joint conference of GENDERACTION and Slovenian Presidency  
of the Council of the European Union

The conference **Deepening ERA through gender equality** will provide a platform for Member States, Research Funders, ERA stakeholders and experts to reflect on the recent advances in gender equality at the national and European levels and emerging needs to be addressed in the new ERA.

Building on the results of the EU-funded GENDERACTION project, the conference will provide an opportunity to discuss key lessons and opportunities of EU policy coordination in gender equality, with a focus on gender equality plans as the main instrument to promote institutional changes. The event is organised jointly with the Slovenian Presidency of the European Council.

See you on 8 and 9 July!

👉 Click here to go to the event web site and for registration: [www.deepeningera.eu](http://www.deepeningera.eu).

## EU Impact Plan and National Impact Plans

In February 2020, GENDERACTION organised a mutual learning workshop on communication and impact building. An EU impact Plan was developed and the consortium members were also asked to compile their national impact plans. Both the EU and national impact plans are meant to use the GENDERACTION outputs and support or initiate progress in gender equality in research and innovation in their countries. Where are we more than a year after their creation?

### EU Impact Plan in the 1st part of 2021

The main goal of the EU impact plan is to increase general awareness and build ownership and uptake of gender equality objectives and measures in R&I in terms of their implementation in Horizon Europe and the European Research Area. We have adapted to the situation caused by the pandemics and focused our activities especially on consultations, communication and dissemination of GENDERACTION outputs in the online space.

👉 Click to read about what GENDERACTION has managed to achieve on the European level: <https://genderaction.eu/eu-impact-plan-2021/>.



### National Impact Plans in the 1st half of 2021

The goals of the individual plans vary but we manage to fulfill them successfully.

👉 Click here to read about what GENDERACTION local teams from Austria, Cyprus, the Czech Republic, Greece, Poland, Slovakia, and Spain have managed to achieve on the national level: <https://genderaction.eu/national-impact-plans-2021>.

[plans-2021](https://genderaction.eu/national-impact-plans-2021).

## Mutual Learning Workshops

In the 1st half of 2021 GENDERACTION organised three mutual learning workshops. Now, you can see the videos and download the presentations from our web side.

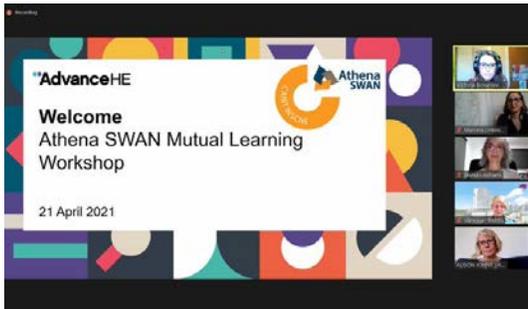
**Mutual Learning Workshop on Gender and Digitalization.** A three-part exploratory mutual learning workshop was organized within the framework of the GENDERACTION project and coordinated by the Standing Working



Group on Gender in Research and Innovation under European Research Area and Innovation Committee. The objectives of the workshop were to:

- establish contacts and network on gender and digitalization,
- discuss the latest developments with invited experts in the field,
- share experiences on examples of good practice from member states,
- identify barriers that hinder the greater involvement of women researchers, innovators and entrepreneurs
- and develop recommendations for actions on gender and digitalization in Horizon Europe and for Member States.

Click [here](https://genderaction.eu/exploratory-mutual-learning-workshop-on-gender-and-digitalization/) to read more, look at the videos and download the presentations:



On 21 April 2021, the **Athena Swan: Mutual Learning Workshop** took place. The event was hosted by [Advance HE's Athena SWAN Ireland](#) team. The purpose of the event was to share information on Advance HE's Athena SWAN charter framework, specifically on the following topics:

- Origins and evolution of the Athena SWAN charter
- Charter application and assessment
- Operation of the charter in UK, Ireland, Canada, USA and Australia
- Charter links to research funding
- The charter and national strategy for gender equality
- Impact and benefit of the Athena SWAN charter.

Click [here](https://genderaction.eu/advance-he-athena-swan-mutual-learning-workshop/) to read more and download the presentation:

On 12 May 2021 GENDERACTION organised another mutual learning workshop. This time participants focused on **gender equality in structural funds supporting research and innovation**.

The aim of the workshop was to provide an opportunity to the GENDERACTION partners, as well as to the members of the Standing Working Group on Gender in Research and Innovation (SWG GRI), to learn about how the European



Social Fund and European Regional Development Fund contribute to promoting gender equality in Research and Innovation. It has brought together experts on these funds from different public administrations, as well as key stakeholders involved in the management of ESF/ERDF.

Click [here](https://genderaction.eu/mlw-on-ge-in-esf-erdf-funds/) to read more, look at the video and download the presentations:

## Policy Briefs

Under GENDERACTION WP5 we have been producing a **Policy Brief Series on Horizon Europe and the European Research Area, to bring key gender issues to the ongoing negotiations**. We are firmly convinced that gender equality policies and the gender dimension in research and innovation are crucial for future research and innovations and should be adequately reflected and integrated into the official documents as well as in further discussion, dissemination, and visibility.

Selected GENDERACTION policy briefs are now available in **9 languages!**

- Czech <https://genderaction.eu/preklady-vystupu-genderaction/>;
- French <https://genderaction.eu/policy-briefs-french/>;
- German <https://genderaction.eu/policy-briefs-auf-deutsch/>;
- Greek <https://genderaction.eu/policy-briefs-greek/>;
- Polish [https://genderaction.eu/przeklady\\_polityczne/](https://genderaction.eu/przeklady_polityczne/);
- Serbian <https://genderaction.eu/dokumenti-genderaction-projekta-o-politikama/>;
- Slovak <https://genderaction.eu/genderaction- stanoviska/>;
- Spanish <https://genderaction.eu/informe-de-politicas/>.

And, of course, all policy briefs are available on our website **in English:**

- policy briefs on the European research area <https://genderaction.eu/policy-advice/gender-equality-in-era/>;
- policy briefs on Horizon Europe <https://genderaction.eu/horizon-europe/>.



The Committee on Industry, Research and Energy (ITRE) of the European Parliament is now discussing Horizon Europe partnerships. Moreover, the ITRE Committee recently held a structured dialogue with the Commissioner for Innovation, Research, Culture, Education and Youth to discuss the key priorities of the Commission in Research and Innovation (R&I). For this purpose, GENDERACTION

created a policy brief with the target of contributing to the discussions at the European Parliament level and supporting members of the ITRE Committee in their commitment to promote gender equality in R&I.

Click to read our newest policy brief: [https://genderaction.eu/wp-content/uploads/2021/04/GENDERACTION\\_PolicyBriefs\\_16\\_ITRE.pdf](https://genderaction.eu/wp-content/uploads/2021/04/GENDERACTION_PolicyBriefs_16_ITRE.pdf).

## Other Information, News and Events



### GENDERACTION trainings

Four trainings for various stakeholders were organised in the 1st half of 2021. We have focused on gender equality plans, the gender dimension in research and gender in Horizon Europe. Three of them are now available on our Youtube:

[https://www.youtube.com/watch?v=D8Q7iWn2fVo&list=PLEudxOE6o2v\\_AkTmITNvEcF6ap\\_ZCyqQA](https://www.youtube.com/watch?v=D8Q7iWn2fVo&list=PLEudxOE6o2v_AkTmITNvEcF6ap_ZCyqQA)



### Joint celebrations of the International Day of Women and Girls in Science

Between 8 and 12 February 2021, GENDERACTION and GEARING-Roles invited sister projects, R&I organisations, and individuals to join our Twitter campaign to increase the visibility of the importance of interventions of national/regional governments, state and/or local administration bodies in achieving gender equality in research

and innovation. During 5 days the **#SpeedUpChange Campaign** gathered 877 posts on Twitter, coming from 323 users. In total, these posts received 2,732 engagements, reached 1,255,531 accounts and 2,378,594 impressions. National authorities from more than 15 countries were addressed with calls for strengthening their efforts in the area of gender equality in research or for introducing new measures.

Click here to read more and download the Report: <https://genderaction.eu/speedupchange-campaign-1st-overview/>.

### Resistance Campaign #COUNTERIT

Sister projects SUPERA, GEARING Roles, GE Academy and CALIPER and GENDERACTION are launching a #COUNTERIT campaign on social media between 21 and 25 June. Throughout the campaign, the projects will share

RESISTANCES?  
#COUNTERIT!

Join us on June 21 - 25, 2021  
on your favourite social media



general, anonymised and unidentifiable examples of resistances and methods and ways to overcome them.

Join us! Share your thoughts on resistances on your favorite social media. Tell us about what you did to counter them, or what you think we could/should do as society to stop them. Don't forget to use the hashtag #COUNTERIT. You can download the [template](#) here to create the graphics.

We look forward to hearing from you under the hashtag #COUNTERIT!

### **Recent achievements from Member States: spotlight on the Czech Republic**

On 8 March 2021 the Czech government approved the Gender Equality Strategy for the years 2021-2030. In the thematic area of **Knowledge**, there are more than 20 tasks focused on achieving gender equality in R&I. The government committed, for example, to support gender equality plans at research performing organisations. Among new evaluation criteria that public research funding organisations will apply are HR Award or GEPs as well as gender in the research content. The strategy also pays attention to parents in R&I and aims to increase the availability of childcare services.

As is case with the National R&I policy for the years 2021-2030 approved in summer 2020, the Strategy references GENDERACTION deliverable report on [Monitoring of ERA priority 4 implementation](#).

### **New reports on gender and RFOs**

According to the European Commission, the gender dimension should be included in research when relevant. Methods of sex and gender analysis in research serve to enhance scientific excellence as well as to enhance the lives of men and women. This is also stated in the policies of many national research funding organisations (RFOs). But how do they work to implement these policies? [The report The Gender Dimension in Research and Innovation](#) of GENDERACTION's new consortium partner, the Swedish Secretariat for Gender Research, brings more knowledge on this topic.

The report [Gender-Disaggregated Data at the Participating Organisations of the Global Research Council: Results of a global survey](#) was released at the end of the May. This report marks the first such collection of trends, practices and experiences of Global Research Council (GRC) participating organisations regarding gender-disaggregated data, and presents findings regarding applications, review and funding; the gender dimension in research; and data at the intersection of equality, diversity and inclusion.

### **Guideline Paper on 'Research evaluation in a context of Open Science and gender equality'**

The document created by ERAC 'Triangle Task Force' was released on 2nd June 2021. It provides stakeholders involved in research evaluation reforms with a set of guidelines that aim at fostering both Open Science and gender equality. Both topics are key dimensions in the implementation of a new European Research Area and provide policy and decision makers, funders as well as researchers with a unique opportunity to substantially renegotiate, through evaluation, the social roles and responsibilities of publicly funded research, as well as to rethink the science system as a whole. Report quotes

GENDERACTION outputs on this topic published in [2018](#) and [2019](#). Read more about the document [here](#).

### **UNESCO science report: towards 2030**

Chapter 3 (pp. 83 - 103) of the report covers gender equality in R&I over the world. Although the report indicates some progress has been achieved, a persistent 'generation effect', the maternal wall, lesser access to the funding and gender bias hamper further positive development. To fix R&I and to achieve gender equal system, the report suggest nine recommendations for governments, national authorities and research performing organisations. The report can be downloaded [here](#).

### **SWG GRI: GEPs as a catalyst for change**

A new report addresses the policy instrument of Gender Equality Plans (GEPs) and presents the main findings of a survey carried out by the Standing Working Group on Gender in Research and Innovation (SWG GRI) among its members to assess the adoption of GEPs by Member States (MS) and Associated Countries (AC) and to identify the needs related to the implementation of GEPs at the national level. Download the report [here](#).

Stay in touch with GENDERACTION!



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Disclaimer —The views and opinions expressed in this document are solely those of the project, not those of the European Commission. The European Commission is not responsible for any use that may be made of the information it contains.